

UTILITY PATENT APPLICATION

SPECIFICATION

PER 37 CFR S 1.71(E):

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TITLE OF INVENTION

AN INTERGROUP WORKING MODEL FOR SOCIAL CONFLICT
RESOLUTION

CROSS-REFERENCE TO RELATED APPLICATIONS - NOT APPLICABLE

STATEMENT REGARDING FEDERALLY SPONSORED RESEARCH OR DEVELOPMENT-Not
APPLICABLE

REFERENCE TO MICROFICHE APPENDIX: - NOT APPLICABLE

BACKGROUND OF THE INVENTION:

CLINICAL (CONSULTING) PSYCHOLOGY IS THE FIELD OF ENDEAVOR PERTAINING TO MY INVENTION. MORE THAN 13 YEARS AGO, I BECAME INTERESTED IN TAVISTOCK GROUP RELATIONS WHILE CO-LEADING A PSYCHOANALYTIC OBJECT RELATIONS (KLEINIAN) GROUP FOR 1 YEAR. DURING MY GENERAL INTERNSHIP AT NEUROPSYCHIATRIC INSTITUTE AT UCLA, 7-74 THROUGH 6/75.

GROUP RELATIONS WORK IS CONCERNED WITH STUDYING HOW GROUPS IN

ORGANIZATIONS ACT TOWARD ONE ANOTHER IN RE WORK COMPLETION, OR NOT;
AND HOW INDIVIDUAL DYNAMICS AFFECT GROUP DYNAMICS, AND THIS ENDPOINT.

THIS INTEREST COUPLED WITH MY PRIOR AND CONTINUING VARIOUS
SYSTEMS SUCH AS FAMILY COMMUNITY, ECOLOGICAL, STRUCTURAL, PARADOXICAL;
AND 'LIVING', THE LATTER MOST CLOSELY RELATED TO TAVISTOCK GROUP
RELATIONS

PARTICIPATION AND STAFF CONSULTATION IN SAID CONFERENCES AFFORDED
ME MORE EXPERIENCE AND APPRECIATION OF THE POSSIBILITY OF DIDDFERENT
WAY OF RELATING TO OTHERS AND RESOLVING CONFLICT.

IN 1989, I USED THIS MODEL TO APPLY FOR A NATO FELLOWSHIP; 10 YRS
LATTER, MY REVISED PROPOSAL WAS ACCEPTED AS A POSTER SESSION, AT YALE,
JUNE 10, 1999.

COPIES OF MY REVIEWS OF LITERATURE ARE ENCLOSED IN EXTRA MATERIAL SUCH
AS HISTORY, PROPOSAL, 11-28, 1989, AND THE POSTER SESSION POST PRINT

BRIEF SUMMARY OF THE INVENTION

SCRA 7TH BIENNIAL CONFERENCE POSTER SESSION
NEW HAVEN
JUNE 10, 1999

SOCIAL CONFLICT RESOLUTION: AN INTERGROUP WORKING MODEL
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BERKELEY, CA

PURPOSE: PRACTICE TAKING PERSONAL RESPONSIBILITY FOR BEHAVIOR AND
RESOLUTION OF DIFFERENCES, CONFLICT, AND PROBLEM SOLVING THROUGH IN-
TERACTIVE LEARNING. ADULTS HAVE DIFFICULTY AUTHORIZING THEMSELVES
AND OTHERS TO TAKE ON LEADERSHIP ROLES, OFTEN RESULTING IN A LACK OF
RESOLUTION OF GROUP ISSUES, I.E., RUDENESS, LOW WORK PRODUCTIVITY,
WORKPLACE VIOLENCE. TIME, ROLE, AND FORMAT AFFECTS OUR PROPENSITY TO
HOARD POWER, PROJECT ANXIETIES AND DILEMMAS ABOUT EXERCISING POWER,
AND RESPONSIBILITY FOR CHANGE, ACROSS GROUPS. MOVEMENT OUTSIDE OF

ONE'S GROUP, A REFRAMING, WILL ENHANCE RECOGNITION OF OTHERS' VIEW, BELIEFS, AND PROVIDE AN ENVIRONMENT MORE ACCESSIBLE TO DIALOGUES TOWARD COLLABORATIVE PROBLEM SOLVING.

METHOD:

SUBJECTS WILL BE PART OF A LARGE INTERDEPENDENT GROUP MADE UP OF 3 INTERGROUPS: THE COMMUNITY/THE WORKERS (C/W); THE POLITICIANS/TOP MANAGEMENT (P/TM); THE ACTIVISTS/MIDDLE MANAGEMENT (A/MM). PARTICIPANTS WILL BE RANDOMLY ASSIGNED TO GROUPS. THREE VOLUNTEERS WILL ACT AS 'CHORUS' (CONSULTANTS).

SETTING WILL CONSISTS OF MIDDLE GROUP SPACE, AND SURROUNDING AREAS-2 GRADUATED STAGES; SWINGING DOORS AS PERMEABLE BOUNDARIES, SEPARATING TWO DIFFERENT AREAS:

BOUNDARY SPACE (BOS) #1, THE ISLES WITHIN EACH GROUP, AND SURROUNDING THE MIDDLE GROUP, AND BOS #2, A SPACE, LIKE A STAGE WHERE ALL CAN OBSERVE. CONFLICTS NOT RESOLVED IN BOS #1 WILL MOVE INTO THIS SPACE.

PROCEDURALLY, DIFFERENCES OF OPINION WILL EMERGE AROUND ONE TOPIC INCLUDING THE MIDDLE EAST SITUATION, A WORK SITUATION, A SCHOOL/ADOLESCENT/PARENT CONFLICT, ETC.

THREE VOLUNTEERS PER TOPIC WILL ACT AS THE 'CHORUS' RESPONSIBLE FOR GIVING CONTINUAL RUNNING COMMENTARY. THEY ARE TO HELP ME REFRAME DISAGREEMENTS TO BE RESOLVED IN BOS 1 OR 2, AS NEEDED.

TIME NEEDED: 3½ HOURS: 30 MINUTES TO EXPLAIN AND GET EVERYONE ASSIGNED TO A GROUP AND SEATED; 30 MINUTES FOR THE EVENT TO OCCUR; ANOTHER 45 MINUTES FOR ALL GROUP MEMBERS TO CHANGE GROUPS, AND CONTINUE, E.G., THE A/MM BECOME C/TW, AND THE LATTER, THE P/TM, AND THIS LAST GROUP, THE A/MM. THE EXERCISE WILL CONTINUE WITH PARTICIPANTS IN DIFFERENT ROLES; NEW VOLUNTEERS WILL REPLACE THE CHORUS, AND MAYBE ME. AT THE END, 60 MINUTES WILL BE RESERVED FOR

DISCUSSION OF THIS EVENT BY MEMBERS ABOUT VARIOUS ROLES THEY ASSUMED DURING THE TRAINING (REVIEW), AND HOW THESE ROLES MIGHT AFFECT THEIR BEHAVIOR TOWARDS AUTHORITY AND LEADERSHIP OUTSIDE OF THIS TRAINING (APPLICATION). AN EXTRA 20 MINUTES WILL BE AVAILABLE FOR DEBRIEFING AS NECESSARY. TIME WILL BE ALLOTTED FOR FOLLOW-UP ISSUES AS INDICATED.

EVALUATION: A 1 PAGE LIKERT-TYPE QUESTIONNAIRE WILL BE DISTRIBUTED; COMPLETION TIME: @ 15 MINUTES.

BRIEF DESCRIPTION OF THE SEVERAL VIEWS OF THE DRAWING

SPECIFICATION -

TO THE COMMISSIONER OF PATENTS AND TRADEMARKS:

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YOUR PETITIONER, CAROL A. TRUFANT, PH.D., A CITIZEN OF THE UNITED STATES AND A RESIDENT OF OAKLAND, CALIFORNIA, PRAYS THAT LETTERS PATENT MAY BE GRANTED FOR THE DESIGN FOR A SURFACE PATTERN (MODEL) APPLIED TO ROOM, OR BUILDING, AS SET FORTH IN THE FOLLOWING SPECIFICATION:

FIG. 1 IS A TOP PLAN VIEW OF A SURFACE PATTERN (MODEL) APPLIED TO A SETTING, I.E., ROOM IN A BUILDING (WORKPLACE) FOR USE WITH ADULTS; CAN USE AS MODEL FOR QUALITY CIRCLE, ALSO.

FIG. 2 IS A TOP PLAN VIEW OF A SURFACE PATTERN (MODEL) APPLIED TO A SETTING, I.E., ROOM IN A BUILDING (SCHOOL OR CHURCH) FOR USE WITH ADOLESCENTS, PARENTS, TEACHERS, ADMINISTRATORS.

FIG. 3 IS A TOP PLAN VIEW OF A SURFACE PATTERN (MODEL) APPLIED AS THE DESIGN FOR A BUILDING OR PART THEREOF.

DETAILED DESCRIPTION OF THE INVENTION

PURPOSE: PRACTICE TAKING PERSONAL RESPONSIBILITY FOR BEHAVIOR AND RESOLUTIONS OF DIFFERENCES, CONFLICT AND PROBLEM SOLVING THROUGH INTERACTIVE LEARNING. ADULTS (HUMAN BEINGS) HAVE DIFFICULTY AUTHORIZING THEMSELVES AND OTHERS TO TAKE ON LEADERSHIP ROLES, OFTEN RESULTING IN LACK OF RESOLUTION OF INTRA AND INTER-GROUP ISSUES, I.E., INTERPERSONAL DIFFICULTIES, AND VIOLENCE AT WORK, HOME, SCHOOL AND THE COMMUNITY. TIME, ROLE AND FORMAT WILL AFFECT OUR PROPENSITY TO HOARD POWER, AS WELL AS THE 'PROMISE' OF ACQUIRING IT WHILE PROJECTING ONTO OTHERS OUR ANXIETIES AND DILEMMAS ABOUT EXERCISING AUTHORITY, LEADERSHIP, AND TAKING RESPONSIBILITY FOR CHANGE. MOVEMENT OUTSIDE OF ONE'S GROUP, INHERENTLY A REFRAMING MOVE, WILL ENHANCE RECOGNITION OF SPLITTING-OFF OF (IGNORING) OTHERS' VIEWS/BELIEFS, AND BRING ABOUT COLLABORATIVE PROBLEM SOLVING.

THE SETTING WILL CONSIST OF 2 RAISED STAGES AND SWINGING DOORS TO REPRESENT PERMEABLE BOUNDARIES. THESE DOORS WILL BIND TWO DIFFERENT AREAS:

- 1) BOUNDARY SPACE (BOS) #1. THE ISLES IN BETWEEN EACH GROUP, I.E., THE BOUNDARY EACH AROUND THE MIDDLE GROUP SHARED ON EACH SIDE BY GROUP #1 & #3; TWO PEOPLE FROM 2 TO 3 DIFFERENT GROUPS CAN MEET IN A COMMON PLACE IN THIS SPACE. AROUND THE MIDDLE GROUP.
- 2) BOS #2. A SPACE DOWN BY AND A DISTANCE FROM THE MIDDLE GROUP, AWAY FROM ALL GROUPS, AS IF ON A STAGE, FOR ALL TO OBSERVE. CONFLICTS THAT CAN NOT BE RESOLVED IN BOS #1 WILL MOVE INTO THIS SPACE..